

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	1	Annual	\$20,697.00	\$21,206.00	\$21,707.00	\$22,211.00	\$22,713.00	\$23,222.00	\$23,723.00	\$24,373.00	\$25,028.00	\$25,699.00	\$26,389.00
		Bi-Wk	\$792.99	\$812.50	\$831.69	\$851.00	\$870.23	\$889.74	\$908.93	\$933.84	\$958.93	\$984.64	\$1,011.08
		Daily	\$79.30	\$81.25	\$83.17	\$85.10	\$87.03	\$88.98	\$90.90	\$93.39	\$95.90	\$98.47	\$101.11
		Hourly	\$10.58	\$10.84	\$11.09	\$11.35	\$11.61	\$11.87	\$12.12	\$12.46	\$12.79	\$13.13	\$13.49
XC	2	Annual	\$21,707.00	\$22,211.00	\$22,713.00	\$23,222.00	\$23,723.00	\$24,228.00	\$24,728.00	\$25,409.00	\$26,088.00	\$26,784.00	\$27,499.00
		Bi-Wk	\$831.69	\$851.00	\$870.23	\$889.74	\$908.93	\$928.28	\$947.44	\$973.53	\$999.55	\$1,026.21	\$1,053.61
		Daily	\$83.17	\$85.10	\$87.03	\$88.98	\$90.90	\$92.83	\$94.75	\$97.36	\$99.96	\$102.63	\$105.37
		Hourly	\$11.09	\$11.35	\$11.61	\$11.87	\$12.12	\$12.38	\$12.64	\$12.99	\$13.33	\$13.69	\$14.05
XC	3	Annual	\$22,211.00	\$22,713.00	\$23,222.00	\$23,723.00	\$24,228.00	\$24,728.00	\$25,232.00	\$25,929.00	\$26,620.00	\$27,328.00	\$28,057.00
		Bi-Wk	\$851.00	\$870.23	\$889.74	\$908.93	\$928.28	\$947.44	\$966.75	\$993.45	\$1,019.93	\$1,047.05	\$1,074.99
		Daily	\$85.10	\$87.03	\$88.98	\$90.90	\$92.83	\$94.75	\$96.68	\$99.35	\$102.00	\$104.71	\$107.50
		Hourly	\$11.35	\$11.61	\$11.87	\$12.12	\$12.38	\$12.64	\$12.89	\$13.25	\$13.60	\$13.97	\$14.34
XC	4	Annual	\$22,929.00	\$23,542.00	\$24,149.00	\$24,767.00	\$25,383.00	\$25,990.00	\$26,600.00	\$27,335.00	\$28,065.00	\$28,817.00	\$29,588.00
		Bi-Wk	\$878.51	\$902.00	\$925.25	\$948.93	\$972.53	\$995.79	\$1,019.16	\$1,047.32	\$1,075.29	\$1,104.10	\$1,133.64
		Daily	\$87.86	\$90.20	\$92.53	\$94.90	\$97.26	\$99.58	\$101.92	\$104.74	\$107.53	\$110.41	\$113.37
		Hourly	\$11.72	\$12.03	\$12.34	\$12.66	\$12.97	\$13.28	\$13.59	\$13.97	\$14.34	\$14.73	\$15.12
XC	5	Annual	\$23,502.00	\$24,149.00	\$24,802.00	\$25,446.00	\$26,091.00	\$26,739.00	\$27,390.00	\$28,142.00	\$28,895.00	\$29,668.00	\$30,463.00
		Bi-Wk	\$900.46	\$925.25	\$950.27	\$974.95	\$999.66	\$1,024.49	\$1,049.43	\$1,078.24	\$1,107.09	\$1,136.71	\$1,167.17
		Daily	\$90.05	\$92.53	\$95.03	\$97.50	\$99.97	\$102.45	\$104.95	\$107.83	\$110.71	\$113.68	\$116.72
		Hourly	\$12.01	\$12.34	\$12.68	\$13.00	\$13.33	\$13.66	\$14.00	\$14.38	\$14.77	\$15.16	\$15.57
XC	6	Annual	\$24,302.00	\$24,951.00	\$25,594.00	\$26,140.00	\$26,888.00	\$27,535.00	\$28,178.00	\$28,954.00	\$29,727.00	\$30,521.00	\$31,338.00
		Bi-Wk	\$931.12	\$955.98	\$980.62	\$1,001.54	\$1,030.20	\$1,054.99	\$1,079.62	\$1,109.35	\$1,138.97	\$1,169.39	\$1,200.69
		Daily	\$93.12	\$95.60	\$98.07	\$100.16	\$103.02	\$105.50	\$107.97	\$110.94	\$113.90	\$116.94	\$120.07
		Hourly	\$12.42	\$12.75	\$13.08	\$13.36	\$13.74	\$14.07	\$14.40	\$14.80	\$15.19	\$15.60	\$16.01
XC	7	Annual	\$25,018.00	\$25,662.00	\$26,310.00	\$26,955.00	\$27,606.00	\$28,252.00	\$28,898.00	\$29,692.00	\$30,485.00	\$31,301.00	\$32,140.00
		Bi-Wk	\$958.55	\$983.22	\$1,008.05	\$1,032.76	\$1,057.71	\$1,082.46	\$1,107.21	\$1,137.63	\$1,168.01	\$1,199.28	\$1,231.42
		Daily	\$95.86	\$98.33	\$100.81	\$103.28	\$105.78	\$108.25	\$110.73	\$113.77	\$116.81	\$119.93	\$123.15
		Hourly	\$12.79	\$13.11	\$13.45	\$13.78	\$14.11	\$14.44	\$14.77	\$15.17	\$15.58	\$16.00	\$16.42
XC	8	Annual	\$26,888.00	\$27,677.00	\$28,477.00	\$29,263.00	\$30,057.00	\$30,850.00	\$31,644.00	\$32,512.00	\$33,382.00	\$34,275.00	\$35,194.00
		Bi-Wk	\$1,030.20	\$1,060.43	\$1,091.08	\$1,121.19	\$1,151.61	\$1,182.00	\$1,212.42	\$1,245.68	\$1,279.01	\$1,313.22	\$1,348.43
		Daily	\$103.02	\$106.05	\$109.11	\$112.12	\$115.17	\$118.20	\$121.25	\$124.57	\$127.91	\$131.33	\$134.85
		Hourly	\$13.74	\$14.14	\$14.55	\$14.95	\$15.36	\$15.76	\$16.17	\$16.61	\$17.06	\$17.51	\$17.98

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	9	Annual	\$27,714.00	\$28,500.00	\$29,366.00	\$30,192.00	\$31,020.00	\$31,843.00	\$32,679.00	\$33,576.00	\$34,473.00	\$35,395.00	\$36,342.00
		Bi-Wk	\$1,061.84	\$1,091.96	\$1,125.14	\$1,156.79	\$1,188.51	\$1,220.04	\$1,252.07	\$1,286.44	\$1,320.81	\$1,356.14	\$1,392.42
		Daily	\$106.19	\$109.20	\$112.52	\$115.68	\$118.86	\$122.01	\$125.21	\$128.65	\$132.09	\$135.62	\$139.25
		Hourly	\$14.16	\$14.56	\$15.01	\$15.43	\$15.85	\$16.27	\$16.70	\$17.16	\$17.62	\$18.09	\$18.57

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	10	Annual	\$28,605.00	\$29,473.00	\$30,332.00	\$31,200.00	\$32,064.00	\$32,944.00	\$33,853.00	\$34,782.00	\$35,715.00	\$36,674.00	\$37,660.00
		Bi-Wk	\$1,095.98	\$1,129.24	\$1,162.15	\$1,195.41	\$1,228.51	\$1,262.23	\$1,297.05	\$1,332.65	\$1,368.40	\$1,405.14	\$1,442.92
		Daily	\$109.60	\$112.93	\$116.22	\$119.55	\$122.86	\$126.23	\$129.71	\$133.27	\$136.84	\$140.52	\$144.30
		Hourly	\$14.62	\$15.06	\$15.50	\$15.94	\$16.39	\$16.83	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
XC	11	Annual	\$29,515.00	\$30,410.00	\$31,315.00	\$32,213.00	\$33,142.00	\$34,086.00	\$35,034.00	\$35,997.00	\$36,959.00	\$37,949.00	\$38,967.00
		Bi-Wk	\$1,130.85	\$1,165.14	\$1,199.81	\$1,234.22	\$1,269.81	\$1,305.98	\$1,342.30	\$1,379.20	\$1,416.06	\$1,453.99	\$1,492.99
		Daily	\$113.09	\$116.52	\$119.99	\$123.43	\$126.99	\$130.60	\$134.23	\$137.92	\$141.61	\$145.40	\$149.30
		Hourly	\$15.08	\$15.54	\$16.00	\$16.46	\$16.94	\$17.42	\$17.90	\$18.39	\$18.89	\$19.39	\$19.91
XC	12	Annual	\$30,471.00	\$31,414.00	\$32,343.00	\$33,315.00	\$34,294.00	\$35,283.00	\$36,261.00	\$37,258.00	\$38,254.00	\$39,278.00	\$40,330.00
		Bi-Wk	\$1,167.48	\$1,203.61	\$1,239.20	\$1,276.44	\$1,313.95	\$1,351.84	\$1,389.32	\$1,427.51	\$1,465.68	\$1,504.91	\$1,545.22
		Daily	\$116.75	\$120.37	\$123.92	\$127.65	\$131.40	\$135.19	\$138.94	\$142.76	\$146.57	\$150.50	\$154.53
		Hourly	\$15.57	\$16.05	\$16.53	\$17.02	\$17.52	\$18.03	\$18.53	\$19.04	\$19.55	\$20.07	\$20.61
XC	13	Annual	\$32,189.00	\$33,375.00	\$34,578.00	\$35,773.00	\$36,973.00	\$38,168.00	\$39,372.00	\$40,453.00	\$41,537.00	\$42,650.00	\$43,794.00
		Bi-Wk	\$1,233.30	\$1,278.74	\$1,324.83	\$1,370.62	\$1,416.60	\$1,462.38	\$1,508.51	\$1,549.93	\$1,591.46	\$1,634.10	\$1,677.94
		Daily	\$123.33	\$127.88	\$132.49	\$137.07	\$141.66	\$146.24	\$150.86	\$155.00	\$159.15	\$163.41	\$167.80
		Hourly	\$16.45	\$17.05	\$17.67	\$18.28	\$18.89	\$19.50	\$20.12	\$20.67	\$21.22	\$21.79	\$22.38
XC	14	Annual	\$33,694.00	\$34,937.00	\$36,175.00	\$37,410.00	\$38,646.00	\$39,884.00	\$41,117.00	\$42,247.00	\$43,378.00	\$44,541.00	\$45,737.00
		Bi-Wk	\$1,290.96	\$1,338.59	\$1,386.02	\$1,433.34	\$1,480.69	\$1,528.13	\$1,575.37	\$1,618.66	\$1,662.00	\$1,706.56	\$1,752.38
		Daily	\$129.10	\$133.86	\$138.61	\$143.34	\$148.07	\$152.82	\$157.54	\$161.87	\$166.20	\$170.66	\$175.24
		Hourly	\$17.22	\$17.85	\$18.49	\$19.12	\$19.75	\$20.38	\$21.01	\$21.59	\$22.16	\$22.76	\$23.37
XC	15	Annual	\$35,315.00	\$36,589.00	\$37,862.00	\$39,133.00	\$40,408.00	\$41,688.00	\$42,960.00	\$44,142.00	\$45,323.00	\$46,537.00	\$47,783.00
		Bi-Wk	\$1,353.07	\$1,401.88	\$1,450.66	\$1,499.35	\$1,548.20	\$1,597.25	\$1,645.98	\$1,691.27	\$1,736.52	\$1,783.03	\$1,830.77
		Daily	\$135.31	\$140.19	\$145.07	\$149.94	\$154.82	\$159.73	\$164.60	\$169.13	\$173.66	\$178.31	\$183.08
		Hourly	\$18.05	\$18.70	\$19.35	\$20.00	\$20.65	\$21.30	\$21.95	\$22.56	\$23.16	\$23.78	\$24.42
XC	16	Annual	\$37,032.00	\$38,345.00	\$39,660.00	\$40,971.00	\$42,282.00	\$43,597.00	\$44,903.00	\$46,135.00	\$47,370.00	\$48,641.00	\$49,945.00
		Bi-Wk	\$1,418.86	\$1,469.16	\$1,519.55	\$1,569.78	\$1,620.00	\$1,670.39	\$1,720.43	\$1,767.63	\$1,814.95	\$1,863.64	\$1,913.61
		Daily	\$141.89	\$146.92	\$151.96	\$156.98	\$162.00	\$167.04	\$172.05	\$176.77	\$181.50	\$186.37	\$191.37
		Hourly	\$18.92	\$19.59	\$20.27	\$20.94	\$21.60	\$22.28	\$22.94	\$23.57	\$24.20	\$24.85	\$25.52
XC	17	Annual	\$38,867.00	\$40,219.00	\$41,571.00	\$42,918.00	\$44,267.00	\$45,609.00	\$46,965.00	\$48,259.00	\$49,550.00	\$50,875.00	\$52,238.00
		Bi-Wk	\$1,489.16	\$1,540.96	\$1,592.76	\$1,644.37	\$1,696.06	\$1,747.48	\$1,799.43	\$1,849.01	\$1,898.47	\$1,949.24	\$2,001.46
		Daily	\$148.92	\$154.10	\$159.28	\$164.44	\$169.61	\$174.75	\$179.95	\$184.91	\$189.85	\$194.93	\$200.15
		Hourly	\$19.86	\$20.55	\$21.24	\$21.93	\$22.62	\$23.30	\$24.00	\$24.66	\$25.32	\$25.99	\$26.69

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	18	Annual	\$40,826.00	\$42,213.00	\$43,597.00	\$44,982.00	\$46,358.00	\$47,744.00	\$49,125.00	\$50,477.00	\$51,830.00	\$53,222.00	\$54,651.00
		Bi-Wk	\$1,564.22	\$1,617.36	\$1,670.39	\$1,723.45	\$1,776.17	\$1,829.28	\$1,882.19	\$1,933.99	\$1,985.83	\$2,039.16	\$2,093.91
		Daily	\$156.43	\$161.74	\$167.04	\$172.35	\$177.62	\$182.93	\$188.22	\$193.40	\$198.59	\$203.92	\$209.40
		Hourly	\$20.86	\$21.57	\$22.28	\$22.98	\$23.69	\$24.40	\$25.10	\$25.79	\$26.48	\$27.19	\$27.92

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	19	Annual	\$42,837.00	\$44,267.00	\$45,688.00	\$47,119.00	\$48,534.00	\$49,957.00	\$51,380.00	\$52,795.00	\$54,206.00	\$55,659.00	\$57,150.00
		Bi-Wk	\$1,641.27	\$1,696.06	\$1,750.50	\$1,805.33	\$1,859.55	\$1,914.07	\$1,968.59	\$2,022.80	\$2,076.86	\$2,132.53	\$2,189.66
		Daily	\$164.13	\$169.61	\$175.05	\$180.54	\$185.96	\$191.41	\$196.86	\$202.28	\$207.69	\$213.26	\$218.97
		Hourly	\$21.89	\$22.62	\$23.34	\$24.08	\$24.80	\$25.53	\$26.25	\$26.98	\$27.70	\$28.44	\$29.20
XC	20	Annual	\$45,023.00	\$46,481.00	\$47,938.00	\$49,393.00	\$50,847.00	\$52,308.00	\$53,766.00	\$55,243.00	\$56,722.00	\$58,241.00	\$59,800.00
		Bi-Wk	\$1,725.02	\$1,780.89	\$1,836.71	\$1,892.46	\$1,948.17	\$2,004.14	\$2,060.00	\$2,116.60	\$2,173.26	\$2,231.46	\$2,291.19
		Daily	\$172.51	\$178.09	\$183.68	\$189.25	\$194.82	\$200.42	\$206.00	\$211.66	\$217.33	\$223.15	\$229.12
		Hourly	\$23.01	\$23.75	\$24.49	\$25.24	\$25.98	\$26.73	\$27.47	\$28.23	\$28.98	\$29.76	\$30.55
XC	21	Annual	\$47,243.00	\$48,741.00	\$50,239.00	\$51,738.00	\$53,237.00	\$54,732.00	\$56,233.00	\$57,777.00	\$59,324.00	\$60,912.00	\$62,544.00
		Bi-Wk	\$1,810.08	\$1,867.48	\$1,924.87	\$1,982.30	\$2,039.74	\$2,097.02	\$2,154.53	\$2,213.68	\$2,272.96	\$2,333.80	\$2,396.33
		Daily	\$181.01	\$186.75	\$192.49	\$198.23	\$203.98	\$209.71	\$215.46	\$221.37	\$227.30	\$233.38	\$239.64
		Hourly	\$24.14	\$24.90	\$25.67	\$26.44	\$27.20	\$27.97	\$28.73	\$29.52	\$30.31	\$31.12	\$31.96
XC	22	Annual	\$48,534.00	\$50,314.00	\$52,094.00	\$53,868.00	\$55,647.00	\$57,427.00	\$59,203.00	\$60,831.00	\$62,459.00	\$64,133.00	\$65,852.00
		Bi-Wk	\$1,859.55	\$1,927.74	\$1,995.94	\$2,063.91	\$2,132.07	\$2,200.27	\$2,268.32	\$2,330.69	\$2,393.07	\$2,457.21	\$2,523.07
		Daily	\$185.96	\$192.78	\$199.60	\$206.40	\$213.21	\$220.03	\$226.84	\$233.07	\$239.31	\$245.73	\$252.31
		Hourly	\$24.80	\$25.71	\$26.62	\$27.52	\$28.43	\$29.34	\$30.25	\$31.08	\$31.91	\$32.77	\$33.65
XC	23	Annual	\$50,833.00	\$52,688.00	\$54,535.00	\$56,390.00	\$58,241.00	\$60,096.00	\$61,950.00	\$63,650.00	\$65,354.00	\$67,106.00	\$68,905.00
		Bi-Wk	\$1,947.63	\$2,018.70	\$2,089.47	\$2,160.54	\$2,231.46	\$2,302.53	\$2,373.57	\$2,438.70	\$2,503.99	\$2,571.12	\$2,640.04
		Daily	\$194.77	\$201.87	\$208.95	\$216.06	\$223.15	\$230.26	\$237.36	\$243.87	\$250.40	\$257.12	\$264.01
		Hourly	\$25.97	\$26.92	\$27.86	\$28.81	\$29.76	\$30.71	\$31.65	\$32.52	\$33.39	\$34.29	\$35.21
XC	24	Annual	\$53,277.00	\$55,209.00	\$57,138.00	\$59,070.00	\$61,004.00	\$62,932.00	\$64,862.00	\$66,643.00	\$68,428.00	\$70,259.00	\$72,142.00
		Bi-Wk	\$2,041.27	\$2,115.29	\$2,189.20	\$2,263.22	\$2,337.32	\$2,411.19	\$2,485.14	\$2,553.38	\$2,621.77	\$2,691.92	\$2,764.07
		Daily	\$204.13	\$211.53	\$218.92	\$226.33	\$233.74	\$241.12	\$248.52	\$255.34	\$262.18	\$269.20	\$276.41
		Hourly	\$27.22	\$28.21	\$29.19	\$30.18	\$31.17	\$32.15	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86
XC	25	Annual	\$55,877.00	\$57,888.00	\$59,880.00	\$61,886.00	\$63,887.00	\$65,892.00	\$67,890.00	\$69,758.00	\$71,624.00	\$73,541.00	\$75,509.00
		Bi-Wk	\$2,140.89	\$2,217.94	\$2,294.26	\$2,371.12	\$2,447.78	\$2,524.60	\$2,601.15	\$2,672.73	\$2,744.22	\$2,817.67	\$2,893.07
		Daily	\$214.09	\$221.80	\$229.43	\$237.12	\$244.78	\$252.46	\$260.12	\$267.28	\$274.43	\$281.77	\$289.31
		Hourly	\$28.55	\$29.58	\$30.60	\$31.62	\$32.64	\$33.67	\$34.69	\$35.64	\$36.59	\$37.57	\$38.58
XC	26	Annual	\$58,633.00	\$60,707.00	\$62,790.00	\$64,862.00	\$66,939.00	\$69,017.00	\$71,089.00	\$73,042.00	\$74,999.00	\$77,009.00	\$79,073.00
		Bi-Wk	\$2,246.48	\$2,325.94	\$2,405.75	\$2,485.14	\$2,564.72	\$2,644.33	\$2,723.72	\$2,798.55	\$2,873.53	\$2,950.54	\$3,029.62
		Daily	\$224.65	\$232.60	\$240.58	\$248.52	\$256.48	\$264.44	\$272.38	\$279.86	\$287.36	\$295.06	\$302.97
		Hourly	\$29.96	\$31.02	\$32.08	\$33.14	\$34.20	\$35.26	\$36.32	\$37.32	\$38.32	\$39.35	\$40.40

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XC	27	Annual	\$61,542.00	\$63,693.00	\$65,843.00	\$67,985.00	\$70,137.00	\$72,281.00	\$74,436.00	\$76,481.00	\$78,528.00	\$80,633.00	\$82,796.00
		Bi-Wk	\$2,357.94	\$2,440.35	\$2,522.73	\$2,604.79	\$2,687.25	\$2,769.39	\$2,851.96	\$2,930.31	\$3,008.74	\$3,089.39	\$3,172.27
		Daily	\$235.80	\$244.04	\$252.28	\$260.48	\$268.73	\$276.94	\$285.20	\$293.04	\$300.88	\$308.94	\$317.23
		Hourly	\$31.44	\$32.54	\$33.64	\$34.74	\$35.83	\$36.93	\$38.03	\$39.08	\$40.12	\$41.20	\$42.30

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	28	Annual	\$64,650.00	\$66,872.00	\$69,101.00	\$71,324.00	\$73,544.00	\$75,761.00	\$77,981.00	\$80,125.00	\$82,272.00	\$84,478.00	\$86,744.00
		Bi-Wk	\$2,477.02	\$2,562.15	\$2,647.55	\$2,732.73	\$2,817.78	\$2,902.73	\$2,987.78	\$3,069.93	\$3,152.19	\$3,236.71	\$3,323.53
		Daily	\$247.71	\$256.22	\$264.76	\$273.28	\$281.78	\$290.28	\$298.78	\$307.00	\$315.22	\$323.68	\$332.36
		Hourly	\$33.03	\$34.17	\$35.31	\$36.44	\$37.58	\$38.71	\$39.84	\$40.94	\$42.03	\$43.16	\$44.32
XC	29	Annual	\$65,272.00	\$67,719.00	\$70,173.00	\$72,622.00	\$75,071.00	\$77,517.00	\$79,968.00	\$82,165.00	\$84,366.00	\$86,624.00	\$88,944.00
		Bi-Wk	\$2,500.85	\$2,594.60	\$2,688.63	\$2,782.46	\$2,876.29	\$2,970.00	\$3,063.91	\$3,148.09	\$3,232.42	\$3,318.93	\$3,407.82
		Daily	\$250.09	\$259.46	\$268.87	\$278.25	\$287.63	\$297.00	\$306.40	\$314.81	\$323.25	\$331.90	\$340.79
		Hourly	\$33.35	\$34.60	\$35.85	\$37.10	\$38.36	\$39.60	\$40.86	\$41.98	\$43.10	\$44.26	\$45.44
XC	30	Annual	\$67,890.00	\$70,412.00	\$72,936.00	\$75,453.00	\$77,970.00	\$80,492.00	\$83,016.00	\$85,299.00	\$87,579.00	\$89,921.00	\$92,325.00
		Bi-Wk	\$2,601.15	\$2,697.78	\$2,794.49	\$2,890.92	\$2,987.36	\$3,083.99	\$3,180.69	\$3,268.17	\$3,355.52	\$3,445.25	\$3,537.36
		Daily	\$260.12	\$269.78	\$279.45	\$289.10	\$298.74	\$308.40	\$318.07	\$326.82	\$335.56	\$344.53	\$353.74
		Hourly	\$34.69	\$35.98	\$37.26	\$38.55	\$39.84	\$41.12	\$42.41	\$43.58	\$44.75	\$45.94	\$47.17
XC	31	Annual	\$70,615.00	\$73,208.00	\$75,802.00	\$78,399.00	\$80,999.00	\$83,592.00	\$86,185.00	\$88,558.00	\$90,925.00	\$93,356.00	\$95,853.00
		Bi-Wk	\$2,705.56	\$2,804.91	\$2,904.30	\$3,003.80	\$3,103.41	\$3,202.76	\$3,302.11	\$3,393.03	\$3,483.72	\$3,576.86	\$3,672.53
		Daily	\$270.56	\$280.50	\$290.43	\$300.38	\$310.35	\$320.28	\$330.22	\$339.31	\$348.38	\$357.69	\$367.26
		Hourly	\$36.08	\$37.40	\$38.73	\$40.06	\$41.38	\$42.71	\$44.03	\$45.25	\$46.45	\$47.70	\$48.97
XC	32	Annual	\$73,445.00	\$76,113.00	\$78,777.00	\$81,441.00	\$84,113.00	\$86,777.00	\$89,451.00	\$91,912.00	\$94,370.00	\$96,894.00	\$99,488.00
		Bi-Wk	\$2,813.99	\$2,916.21	\$3,018.28	\$3,120.35	\$3,222.73	\$3,324.79	\$3,427.25	\$3,521.54	\$3,615.71	\$3,712.42	\$3,811.81
		Daily	\$281.40	\$291.63	\$301.83	\$312.04	\$322.28	\$332.48	\$342.73	\$352.16	\$361.58	\$371.25	\$381.19
		Hourly	\$37.52	\$38.89	\$40.25	\$41.61	\$42.97	\$44.34	\$45.70	\$46.96	\$48.21	\$49.50	\$50.83
XC	33	Annual	\$76,404.00	\$79,145.00	\$81,884.00	\$84,625.00	\$87,365.00	\$90,108.00	\$92,854.00	\$95,406.00	\$97,962.00	\$100,584.00	\$103,277.00
		Bi-Wk	\$2,927.36	\$3,032.38	\$3,137.32	\$3,242.34	\$3,347.32	\$3,452.42	\$3,557.63	\$3,655.41	\$3,753.34	\$3,853.80	\$3,956.98
		Daily	\$292.74	\$303.24	\$313.74	\$324.24	\$334.74	\$345.25	\$355.77	\$365.55	\$375.34	\$385.38	\$395.70
		Hourly	\$39.04	\$40.44	\$41.84	\$43.24	\$44.64	\$46.04	\$47.44	\$48.74	\$50.05	\$51.39	\$52.76
XC	34	Annual	\$79,550.00	\$82,362.00	\$85,181.00	\$87,999.00	\$90,809.00	\$93,628.00	\$96,442.00	\$99,093.00	\$101,747.00	\$104,475.00	\$107,277.00
		Bi-Wk	\$3,047.90	\$3,155.64	\$3,263.64	\$3,371.61	\$3,479.28	\$3,587.28	\$3,695.10	\$3,796.67	\$3,898.36	\$4,002.88	\$4,110.23
		Daily	\$304.79	\$315.57	\$326.37	\$337.17	\$347.93	\$358.73	\$369.51	\$379.67	\$389.84	\$400.29	\$411.03
		Hourly	\$40.64	\$42.08	\$43.52	\$44.96	\$46.40	\$47.84	\$49.27	\$50.63	\$51.98	\$53.38	\$54.81
XC	35	Annual	\$82,819.00	\$85,703.00	\$88,206.00	\$91,480.00	\$94,365.00	\$97,251.00	\$99,754.00	\$102,497.00	\$105,238.00	\$108,058.00	\$110,954.00
		Bi-Wk	\$3,173.15	\$3,283.64	\$3,379.55	\$3,504.99	\$3,615.52	\$3,726.10	\$3,822.00	\$3,927.09	\$4,032.11	\$4,140.16	\$4,251.12
		Daily	\$317.32	\$328.37	\$337.96	\$350.50	\$361.56	\$372.61	\$382.20	\$392.71	\$403.22	\$414.02	\$425.12
		Hourly	\$42.31	\$43.79	\$45.07	\$46.74	\$48.21	\$49.69	\$50.96	\$52.37	\$53.77	\$55.21	\$56.69

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	36	Annual	\$86,262.00	\$89,220.00	\$92,185.00	\$95,145.00	\$98,111.00	\$101,070.00	\$104,030.00	\$106,893.00	\$109,752.00	\$112,690.00	\$115,707.00
		Bi-Wk	\$3,305.06	\$3,418.40	\$3,532.00	\$3,645.41	\$3,759.05	\$3,872.42	\$3,985.83	\$4,095.52	\$4,205.06	\$4,317.63	\$4,433.22
		Daily	\$330.51	\$341.84	\$353.20	\$364.55	\$375.91	\$387.25	\$398.59	\$409.56	\$420.51	\$431.77	\$443.33
		Hourly	\$44.07	\$45.58	\$47.10	\$48.61	\$50.13	\$51.64	\$53.15	\$54.61	\$56.07	\$57.57	\$59.11

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	37	Annual	\$89,841.00	\$92,880.00	\$95,923.00	\$98,969.00	\$102,013.00	\$105,057.00	\$108,099.00	\$111,069.00	\$114,041.00	\$117,092.00	\$120,223.00
		Bi-Wk	\$3,442.19	\$3,558.63	\$3,675.22	\$3,791.92	\$3,908.55	\$4,025.18	\$4,141.73	\$4,255.52	\$4,369.39	\$4,486.29	\$4,606.25
		Daily	\$344.22	\$355.87	\$367.53	\$379.20	\$390.86	\$402.52	\$414.18	\$425.56	\$436.94	\$448.63	\$460.63
		Hourly	\$45.90	\$47.45	\$49.01	\$50.56	\$52.12	\$53.67	\$55.23	\$56.75	\$58.26	\$59.82	\$61.42
XC	38	Annual	\$93,551.00	\$96,662.00	\$99,783.00	\$102,894.00	\$106,007.00	\$109,120.00	\$112,237.00	\$115,322.00	\$118,406.00	\$121,574.00	\$124,828.00
		Bi-Wk	\$3,584.33	\$3,703.53	\$3,823.11	\$3,942.30	\$4,061.58	\$4,180.85	\$4,300.27	\$4,418.47	\$4,536.63	\$4,658.01	\$4,782.69
		Daily	\$358.44	\$370.36	\$382.32	\$394.23	\$406.16	\$418.09	\$430.03	\$441.85	\$453.67	\$465.81	\$478.27
		Hourly	\$47.80	\$49.39	\$50.98	\$52.57	\$54.16	\$55.75	\$57.34	\$58.92	\$60.49	\$62.11	\$63.77
XC	39	Annual	\$97,438.00	\$100,626.00	\$103,817.00	\$107,012.00	\$110,198.00	\$113,478.00	\$116,576.00	\$119,780.00	\$122,988.00	\$126,281.00	\$129,664.00
		Bi-Wk	\$3,733.26	\$3,855.41	\$3,977.67	\$4,100.08	\$4,222.15	\$4,347.82	\$4,466.52	\$4,589.28	\$4,712.19	\$4,838.36	\$4,967.97
		Daily	\$373.33	\$385.55	\$397.77	\$410.01	\$422.22	\$434.79	\$446.66	\$458.93	\$471.22	\$483.84	\$496.80
		Hourly	\$49.78	\$51.41	\$53.04	\$54.67	\$56.30	\$57.98	\$59.56	\$61.20	\$62.83	\$64.52	\$66.24
XC	40	Annual	\$101,501.00	\$104,756.00	\$108,019.00	\$111,272.00	\$114,528.00	\$117,787.00	\$121,044.00	\$124,370.00	\$127,703.00	\$131,124.00	\$134,638.00
		Bi-Wk	\$3,888.93	\$4,013.64	\$4,138.66	\$4,263.30	\$4,388.05	\$4,512.92	\$4,637.71	\$4,765.14	\$4,892.84	\$5,023.91	\$5,158.55
		Daily	\$388.90	\$401.37	\$413.87	\$426.33	\$438.81	\$451.30	\$463.78	\$476.52	\$489.29	\$502.40	\$515.86
		Hourly	\$51.86	\$53.52	\$55.19	\$56.85	\$58.51	\$60.18	\$61.84	\$63.54	\$65.24	\$66.99	\$68.79
XC	41	Annual	\$105,747.00	\$109,080.00	\$112,416.00	\$115,754.00	\$119,090.00	\$122,423.00	\$125,756.00	\$129,216.00	\$132,674.00	\$136,225.00	\$139,871.00
		Bi-Wk	\$4,051.61	\$4,179.32	\$4,307.13	\$4,435.02	\$4,562.84	\$4,690.54	\$4,818.24	\$4,950.81	\$5,083.30	\$5,219.35	\$5,359.05
		Daily	\$405.17	\$417.94	\$430.72	\$443.51	\$456.29	\$469.06	\$481.83	\$495.09	\$508.33	\$521.94	\$535.91
		Hourly	\$54.03	\$55.73	\$57.43	\$59.14	\$60.84	\$62.55	\$64.25	\$66.02	\$67.78	\$69.60	\$71.46
XC	42	Annual	\$110,153.00	\$113,568.00	\$116,982.00	\$120,378.00	\$123,793.00	\$127,207.00	\$130,615.00	\$134,210.00	\$137,799.00	\$141,486.00	\$145,271.00
		Bi-Wk	\$4,220.43	\$4,351.27	\$4,482.07	\$4,612.19	\$4,743.03	\$4,873.84	\$5,004.41	\$5,142.15	\$5,279.66	\$5,420.92	\$5,565.94
		Daily	\$422.05	\$435.13	\$448.21	\$461.22	\$474.31	\$487.39	\$500.45	\$514.22	\$527.97	\$542.10	\$556.60
		Hourly	\$56.28	\$58.02	\$59.77	\$61.50	\$63.25	\$64.99	\$66.73	\$68.57	\$70.40	\$72.28	\$74.22
XC	43	Annual	\$114,829.00	\$118,309.00	\$121,788.00	\$125,263.00	\$128,744.00	\$132,218.00	\$135,692.00	\$139,427.00	\$143,156.00	\$146,987.00	\$150,920.00
		Bi-Wk	\$4,399.58	\$4,532.92	\$4,666.21	\$4,799.35	\$4,932.73	\$5,065.83	\$5,198.93	\$5,342.04	\$5,484.91	\$5,631.69	\$5,782.38
		Daily	\$439.96	\$453.30	\$466.63	\$479.94	\$493.28	\$506.59	\$519.90	\$534.21	\$548.50	\$563.17	\$578.24
		Hourly	\$58.67	\$60.44	\$62.22	\$64.00	\$65.77	\$67.55	\$69.32	\$71.23	\$73.14	\$75.09	\$77.10